



POLICE REVIEW & ADVISORY BOARD

A Department of the City of Cambridge, Massachusetts

Minutes from the Meeting of October 26, 2022

Board Members present: Chair Alex Fallon, Gina LaRoche, Lucy Murray-Brown, Beverly Sealey

City Staff present: Executive Director Brian Corr, CPD Director of Professional Standards, Training and Certification James Mulcahy, CPD Lieutenant Thomas Glynn, CPD Sergeant Michael LeVecque

Chair Fallon called the meeting to order at 6:05 p.m.

Public Comment

There were no comments from members of the public.

Review and Approval of Minutes

The Board voted unanimously by roll call vote to approve the minutes of June 29, 2022, on a motion from Board Member LaRoche, seconded by Board Member Murray-Brown with board members LaRoche and Murray-Brown, and Chair Fallon voting in favor.

Election of a Chair

Exec. Dir. Corr explained the process regarding the annual election of a chair of the Board and opened the floor for nominations. Board Member Fallon indicated her willingness to be considered. Board Member LaRoche nominated Board Member Fallon for election as chair, seconded by Board Member Murray-Brown. Nominations were closed unanimously on a motion from Board Member LaRoche, seconded by Board Member Murray-Brown with board members Fallon, LaRoche, and Murray-Brown voting in favor. Board Member Fallon was elected as Chair for the upcoming year with board members Fallon, LaRoche, and Murray-Brown voting in favor and Board Member Sealey abstaining.

Executive Director's Report

- Exec. Dir. Corr reported that he attended several conferences as a planner and presenter since the last meeting of the Board:
 - He attended the annual conference of the National Organization of Black Law Enforcement Executives (NOBLE) in Orlando, FL from July 24 to 27, and helped organize and present a workshop on civilian oversight along with Madison, WI Police Chief Shon Barnes, Fort Worth, TX Deputy Police Monitor Denise Rodriguez, NOBLE past president Joseph McMillan, and police accountability expert Marcia Thompson.
 - He attended the Rhode Island Guardians annual conference on August 10 and 11 and presented a session on civilian oversight with Ferenc Karoly, executive director of the Providence, RI civilian oversight agency.
 - He attended the National Association for Civilian Oversight of Law Enforcement (NACOLE) annual conference from September 11 to 15 and presented on trauma and resilience in civilian oversight with Ron MacDonald, past president of the Canadian Association for Civilian Oversight of Law Enforcement (CACOLE).

- Over the summer he worked closely with U.S. Dept of State staff in Mexico to plan the 5th National Conference of Mexican Internal Affairs Officials, identifying a number of panels and panelists and organizing sessions on sexual and gender-based violence, peer intervention for police officers, and trauma and resilience in policing. He then attended the conference in Mexico City, which brought together 250 police leaders from every part of Mexico to support assessment, training, and standards for their internal affairs units from September 29 to October 1 and he presented at two of those sessions he organized.
- Ex. Dir. Corr reported on an update that City Manager Huang made regarding on Boards and Commissions presented to the City Council on October 24.

CPD Professional Standards, Training and Certification Report

- Dir. Mulcahy reported that on October 4, CPD hosted a delegation of Mexican police officials organized by the U.S. State Department who were visiting Boston, Cambridge, and New York City to learn about best practices in internal affairs and investigations, and who had just attended the same conference that Ex. Dir Corr was at in Mexico City. The delegation met with Dir. Mulcahy and CPD Superintendent Rob Lowe, had excellent discussions, and they found the delegation to be very robust.
- Dir. Mulcahy reported that there have been personnel changes in PSU, with Lt. McDavitt transferring from PSU to lead the Traffic Unit; Lt. Tom Glynn, who was leading the Training Academy, joining PSU as its new lieutenant; and the addition of Sgt. James Diggins who has transferred into PSU.
- Regarding the Training Academy, Dir. Mulcahy reported that Sgt. Beth Halloran will be the director of the academy beginning with the incoming class. He noted that the CPD Cadet Program is planning to send two current police cadets into the academy, and they have two other individuals who are applying to the cadet program, and they will join the current cadets who are still in that program.
- In response to a question about a news story about Peace Officer Standards and Training (POST) certification, Dir. Mulcahy explained that some unions have challenged some of the certification questions that the POST Commission decided to use in that process.
- In response to a question about the CALEA accreditation process for CPD and the revision of department policies, Dir. Mulcahy reported Sgt. LeVecque has been focused on that effort and has rewritten nearly 80 policies, and that the Board can be provided the index from the new policy manual to allow it to identify policies that it is particularly interested in reviewing.
- In response to a question about visiting the CPD Training Academy, Dir. Mulcahy responded positively and noted that it would be valuable for Board members to have the opportunity to experience the immersive simulator that CPD uses for scenario-based training, which Board members responded to with interest.

Consideration of Complaints before the Board

Board Member Murray-Brown moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaints PR-2022-001 and PR-2022-002, pending before the Board. The motion was seconded by Board Member Sealey and approved by a unanimous roll call vote. The Board entered executive session at 6:38 p.m.

Adjournment

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 8:48 p.m., on a motion from Board Member LaRoche, seconded by Board Member Murray-Brown with board members Fallon, LaRoche, and Murray-Brown voting in favor.

Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of June 29, 2022